

DATED:

JAN 26 2001

David J. Ritch

STATE OF

CALIFORNIA

) ss.

COUNTY OF

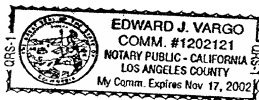
LOS ANGELES

I, EDWARD J. VARGO, a Notary Public in and for the County and State aforesaid, do hereby certify that David J. Ritch, personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed, sealed and delivered the said instrument as his free and voluntary act for the uses and purposes therein set forth.

IN WITNESS WHEREOF, I have hereunto set my hand and Notarial Seal,  
this 26th day of JANUARY, 2001.

MY COMMISSION EXPIRES:

CH. J. VARGO



DATED: 01 29 01

Mark B. Saffell  
Mark B. Saffell

STATE OF CALIFORNIA )

) ss.

COUNTY OF LOS ANGELES

I, DORIS J. WESTER, a Notary Public in and for the County and State aforesaid, do hereby certify that Mark B. Saffell, personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed, sealed and delivered the said instrument as his free and voluntary act for the uses and purposes therein set forth.

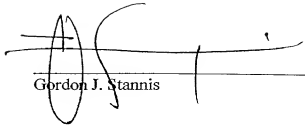
IN WITNESS WHEREOF, I have hereunto set my hand and Notarial Seal,  
this 29th day of January, 2001.

Doris J. Wester  
Notary Public in and for the State of  
California

MY COMMISSION EXPIRES: November 24, 2004



DATED:

01<sup>2/12</sup>  
Gordon J. StannisSTATE OF Michigan  
COUNTY OF Ottawa ) ss.

I, Sandra Lee Frantom, a Notary Public in and for the County and State aforesaid, do hereby certify that Gordon J. Stannis, personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed, sealed and delivered the said instrument as his free and voluntary act for the uses and purposes therein set forth.

IN WITNESS WHEREOF, I have hereunto set my hand and Notarial Seal,  
this 12 day of February, 2001.

MY COMMISSION EXPIRES: November 1, 2002